

Company name : Complexe de santé Reine Elizabeth

PAY EQUITY ACT POSTING

For a business with between 10 and 49 salaried persons

Date of posting : January 5, 2015

Objective of the Pay Equity Act

The purpose of this Act is to redress differences in compensation due to the systemic gender discrimination suffered by persons who occupy positions in predominantly female job classes.

In order to comply with this act, an employer whose enterprise has 10 or more salaried employees must prepare a pay equity plan.

What is pay equity?

Pay Equity can be defined as equal pay for different but equivalent work. Thus, people who occupy a position in a predominantly feminine job class and who perform a different, but equivalent job to one or several predominantly masculine job classes within the company should receive the same pay.

In order to do this, the characteristics of feminine work as well as masculine work should be recognized.

Employer obligations

Pursuant to the Pay Equity Act, the size of the company is 10 to 49 salaried persons. In order to conform to the law, the employer must identify the job classes, determine the predominance and the value and compare them so that predominantly feminine job classes receive the same remuneration as that accorded to predominantly masculine job classes of the same value.

All Quebec organizations had to comply with the provisions of the Pay Equity Act by December 31, 2010.

Data used to complete this pay equity exercise is that from **February 1st, 2009**.

Summary of method followed

We used the software *Proiciel* to carry out the pay equity plan. This software is available on the website of the *Commission de l'équité salariale*. We evaluated all job classes using the method of factors and points. We used an individual comparison method to verify any gaps between predominantly masculine job classes and predominantly feminine job classes.

List of predominantly feminine job classes and predominantly masculine job classes used as comparators

Job Classes	Predominant gender
Supervisor imaging clinic	Feminine
Receptionist imaging clinic	Feminine
Head receptionist imaging clinic	Feminine
Assistant to radiologists	Feminine
Diagnostic Imaging Technician	Feminine
Mammography Technician	Feminine
Assistant to diagnostic imaging technicians	Feminine
Medical typist	Feminine
Clerk 1 diagnostic imaging clinic	Feminine
Clerk 2 diagnostic imaging clinic	Feminine
Clerk 3 diagnostic imaging clinic	Neutral
Chief accountant	Neutral
Administrative assistant	Feminine
Receptionist administration	Feminine
Nurse	Feminine
Secretary medical specialists' clinic	Feminine
Receptionist medical specialists' clinic	Feminine
Building manager	Masculine
Maintenance	Masculine
Housekeeping Supervisor	Masculine
Housekeeping	Masculine

One single job class may include more than one job.

Salary adjustments determined and payment schedule

Please find below, for each predominantly feminine job class, the percentage of salary adjustment, if applicable and the payment schedule for those adjustments:

Predominantly feminine job classes	Percentage (%) of adjustment or notice that no salary adjustment is required	Payment schedule
Supervisor imaging clinic	1.11%	One single installment retroactive to January 5, 2010 to be paid on January 15, 2015.
Receptionist imaging clinic	3.62%	One single installment retroactive to January 5, 2010 to be paid on January 15, 2015.
Head receptionist imaging clinic	2.97%	One single installment retroactive to January 5, 2010 to be paid on January 15, 2015.
Assistant to radiologists	2.62%	One single installment retroactive to January 5, 2010 to be paid on January 15, 2015.
Diagnostic imaging technician	No adjustment required	No adjustment required
Mammography technicians	No adjustment required	No adjustment required
Assistant to diagnostic imaging technicians	No adjustment required	No adjustment required
Medical typist	1.79%	One single installment retroactive to January 5, 2010 to be paid on January 15, 2015.
Clerk 1 diagnostic imaging clinic	No adjustment required	No adjustment required
Clerk 2 diagnostic imaging clinic	No adjustment required	No adjustment required
Administrative assistant	No adjustment required	No adjustment required
Réceptionist administration	No adjustment required	No adjustment required
Nurse	No adjustment required	No adjustment required
Secretary medical specialists' clinic	No adjustment required	No adjustment required
Receptionist medical specialists' clinic	No adjustment required	No adjustment required

An interest rate of 5% annually is applicable on the pay equity adjustments. These adjustments will be paid on January 15, 2015.

Rights

Salaried personnel have sixty (60) days from the first day of this posting to request additional information or make comments. To do this, they must transmit their request by **March 6th, 2015** to:

Kimberley MacKenzie, Human Resources representative, by email at kmackenzie@gehc.org or in person at 2100 avenue Marlowe, Montréal, Québec Suite 102.

Within 30 days following the 60th day of this posting, the employer must make a second posting, specifying the modifications made, or indicating that no modifications are necessary.

Recourse

Salaried personnel who believe that the Pay Equity Act has not been respected may make a complaint to the *Commission de l'équité salariale*.

For more information on the Pay Equity Act in Quebec, employer obligations and recourses available to employees, please contact the *Commission de l'équité salariale* or visit their Web site:

Commission de l'équité salariale

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